

JACLYN MARGOLIS

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6100 Center Drive #312 | Los Angeles, CA 90045

FACULTY POSITIONS

Assistant Professor, Pepperdine University

*Applied Behavioral Science
Graziadio Business School*

**August 2016
to Present**

Visiting Assistant Professor, Pepperdine University

*Applied Behavioral Science
Graziadio Business School*

**August 2015
to August 2016**

EDUCATION

Ph.D. Drexel University

Management, Organizational Behavior

Dissertation

"A Motivational and Social-Comparison Perspective on Team-Member Exchange: Multi-Level Antecedents and Consequences of Relationship Quality in Teams"
under the advisement of Christian J. Resick (Chair), Jonathan C. Ziegert, Jeffrey H. Greenhaus, M. Travis Maynard, Sucheta Nadkarni

M.B.A. Drexel University

Beta Gamma Sigma Honor Society

B.S. Lehigh University

Finance & Economics, Minor in Psychology

RESEARCH INTERESTS

Teamwork, Multiple Team Membership, Social Comparison Processes, Motivation, Shared Leadership

RESEARCH PUBLICATIONS

Margolis, J., & Dust, S. B. (in press). It's All Relative: A Team-Based Social Comparison Model for Self-Evaluations of Effectiveness. ***Group & Organization Management***.

Dust, S. B., Resick, C. J., **Margolis, J.**, Mawritz, M., & Greenbaum, R. (2018). Ethical leadership and employee success: Examining the roles of psychological empowerment and emotional exhaustion. ***The Leadership Quarterly***, 29(5), 570-583.

Tompkins, T., Lacey, M., & **Margolis, J.** (2018). Gametime: A start-up online gaming case. **Sage Business Case Database.**

Tzabbar, D., & **Margolis, J.** (2017). Beyond the Startup Stage: The Founding Team's Human Capital, New Venture's Stage of Life, Founder-CEO Duality, and Breakthrough Innovation. **Organization Science**, 28(5), 857-872.

Margolis, J. A., & Ziegert, J. C. (2016). Vertical flow of collectivistic leadership: An examination of the cascade of visionary leadership across levels. **The Leadership Quarterly**, 27(2), 334-348.

CHAired SYMPOSIUMS & SESSIONS

Margolis, J. (Session Chair - 2016, July). *Networks 1*. Session took place at the annual meeting of the Interdisciplinary Network of Group Researchers (INGRoup), Helsinki, Finland.

Margolis, J., & Matthews, R. A. (Session Co-Chairs - 2014, August), *Examining the antecedents of family-supportive supervisory behaviors*. Symposium presented at the annual meeting of the Academy of Management, Philadelphia, PA. **Careers Division Best Symposium Finalist.**

CONFERENCE PRESENTATIONS

Good, D., Lei, Z., Lyddy, C., Fischer, C., & **Margolis, J.** (2017, August). *A research incubator for integrating mindfulness and team research*. Professional development workshop (PDW) conducted at the annual meeting of the Academy of Management, Atlanta, GA.

Margolis, J., & Resick, C. J. (2016, July). *Team-member exchange: A network analysis of relationship quality and differentiation*. Paper presented at the annual meeting of the Interdisciplinary Network of Group Researchers (INGRoup), Helsinki, Finland.

Margolis, J., & Resick, C. J., (2016, April). *Relationship quality in teams: A multi-level motivational perspective*. Poster presented at the annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.

Capitano, J., **Margolis, J.**, & Ziegert, J. C. (2015, May). *Organizational socialization and ASA processes: An integrative model of proactivity*. Paper presented at the annual meeting of the Eastern Academy of Management, Philadelphia, PA.

Margolis, J., Capitano, J., & Ziegert, J. C. (2014, August). *The "frog" and the "pond": A team based perspective on social comparison theory*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA. **Academy of Management Proceedings.**

Resick, C. J., Graham, K. A., **Margolis, J.**, Hargis, M. B., & Shao, P. (2014, August). Unethical pro-organizational behavior: Examining traits, norms, and judgments. In S. Oreg & Y. Berson (Chairs), *Person-situation predictors of employee and organizational outcomes*. Symposium presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.

Rosikiewicz, B. L., Graham, K. A., **Margolis, J.**, & Greenhaus, J. H. (2014, August). Leadership antecedents of family-supportive supervisory behaviors: The role of theory X beliefs and bottom-line mentality. In J. Margolis & R. Matthews (Chairs), *Examining the antecedents of family-supportive supervisory behaviors*. Symposium presented at the Annual Meeting of the Academy of Management, Philadelphia, PA. **Careers Division Best Symposium Finalist.**

Margolis, J., & Ziegert, J. C. (2014, May). *An examination of the cascading effect of shared leadership*. Poster presented at the annual meeting of the Society of Industrial and Organizational Psychology, Honolulu, HI.

Shao, P., Graham, K. A., McDonnell, A., **Margolis, J.**, Resick, C. J., & Hargis, M. (2014, May). Motivation, personality, and organizational deviance: Do ethical judgments matter? In A. Grandey & M. Krannitz (Chairs), *Complexity of applying approach/avoidance motivation to work outcomes*. Symposium presented at the annual meeting of the Society of Industrial and Organizational Psychology, Honolulu, HI.

Resick, C. J., Dust, S., **Margolis, J.**, & Mawritz, M. B. (2014, March). *Ethical leadership, employee success, and the mediating role of psychological empowerment*. Paper presented at the bi-annual meeting of the Positive Relationships at Work Microcommunity, Philadelphia, PA.

Margolis, J., & Tzabbar, D. (2013, September). *The effect of founding team human-capital and power structure on technological exploration*. Paper presented at the annual meeting of the Strategic Management Society, Atlanta, GA. **Best Student Paper Proceedings.**

Note: Maiden name of Shor was used in the following conference presentations.

Shor, J., Resick, C. J., & Dust, S. (2013, August). *Beyond good and evil: The motivational influence of ethical leadership*. Paper presented at the annual meeting of the Academy of Management, Lake Buena Vista, FL. **Academy of Management Proceedings.**

Shor, J., Greenhaus, J. H., & Graham, K. A. (2013, August). *Context matters: A model of family-supportive supervision and work-family conflict*. Paper presented at the annual meeting of the Academy of Management, Lake Buena Vista, FL. **Academy of Management Proceedings.**

Shor, J., & Tzabbar, D. (2013, August). *The effect of founding team human-capital and power structure on technological exploration*. Paper presented at the annual meeting of the Academy of Management, Lake Buena Vista, FL. **Academy of Management Proceedings.**

Shor, J., Resick, C. J., Chen, J., Narkarni, S., & Shao, P. (2013, April). *A competitive dynamics perspective on CEO openness to experience*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Nadkarni, S., Resick, C. J., Chen, J., **Shor, J.**, & Shao, P. (2012, August). CEO core self-evaluation and strategic choice: A historiometric assessment. In C. Resick & S. Nadkarni (Chairs), *CEO psychological characteristics: Current perspective using unobtrusive measures*. Symposium presented at the annual meeting of the Academy of Management, Boston, MA.

Graham, K. A., Greenhaus, J. H., & **Shor, J.** (2012, August). Organizational, supervisor, and employee characteristics as antecedents of family-supportive supervision. In W. Casper (Chair), *The family-supportive workplace: Understanding supervisor and organizational support for family*. Symposium presented at the annual meeting of the Academy of Management, Boston, MA.

TEACHING EXPERIENCE

Pepperdine University:

- BSCI 607 (Personal Development for Leaders)
- BSCI 617 (Creating & Leading Teams)
- BSCI 622 (Development for Leaders)
- BSCI 623 (Organizational Behavior, Leadership, and Culture)
- BSCI 650 (Communications Workshop)
- BSCI 651 (Behavior in Organizations)

Drexel University:

- ORGB 300 (Organizational Behavior)
- ORGB 625 (Leadership & Professional Development)

PROFESSIONAL SERVICE ACTIVITIES

Ad Hoc Reviewer, <i>Human Relations</i>	2018 - 2019
Ad Hoc Reviewer, <i>Journal of Organizational Behavior</i>	2016 - 2018
Reviewer, INGRoup Annual Conference	2016 - Present
Ad Hoc Reviewer, <i>The Leadership Quarterly</i>	2015
Reviewer, SIOF Annual Meeting	2014 - Present
Reviewer, Academy of Management Annual Meeting	2014 - Present

PEPPERDINE SERVICE ACTIVITIES

Member of the MSHR Committee	2018 - Present
Full-Time Communications Workshop Coordinator	2017 - Present
Member of Full-Time MBA Committee	2016 - Present
Co-Chair of Megatrends Team, Strategic Planning Committee	2016 - 2017
Member of Strategic Planning Committee	2016 - 2017

HONORS AND AWARDS

Rothschild Applied Research Fellow	2018 - 2019
Julian Virtue Professorship Award	2016 - 2019
Co-Chair of Careers Division Best Symposium Finalist, AOM Conference	2014
Best Student Paper Proceedings, Strategic Management Society Conference	2013
Beta Gamma Sigma Honor Society	2011 (Induction)

PROFESSIONAL AFFILIATIONS

Member, INGRoup	2016 - Present
Member, Society for Industrial and Organizational Psychology	2011 - Present
Member, Academy of Management	2011 - Present